

**B.A.C. LOCAL NO. 3**  
**DEFINED CONTRIBUTION PENSION PLAN**  
(As amended and restated effective January 1, 2025)

Amendment 2

Pursuant to the authority set forth in Article XII, Section 12.2 of the B.A.C. Local No. 3 Defined Contribution Pension Plan and Article IV, Section 4.05 of the Trust Agreement, the Trustees, hereby amend the Plan as follows:

1. Effective December 1, 2025, amend Article VI, Section 6.30 in its entirety to state as follows:

**6.30. Inter-Plan Transfers.** The Trustees may, in their sole and absolute discretion, approve the transfer of a Participant's entire account balance to another defined contribution plan that is qualified under section 401 of the Code so long as the following requirements are met:

- (a) The Participant applies for such transfer to the Trustees in writing;
- (b) The other plan must be a multiemployer pension plan maintained pursuant to collective bargaining agreements between employers and one or more local unions of the International Union of Bricklayers and Allied Craftworkers;
- (c) The amount transferred may not include nontaxable employee contributions;
- (d) The amount transferred must be eligible for direct transfer under applicable provisions of the Code; and
- (e) The other plan has executed an inter-plan transfer agreement with this Plan and any such transfer is made pursuant to the terms of that inter-plan transfer agreement.

The Plan will accept a direct trustee-to-trustee transfer of a Participant's account with another defined contribution plan qualified under section 401(a) of the Code subject to certification by the Participant and the transferring plan that the following requirements are satisfied:

- (a) The transferring plan must be a multiemployer pension plan maintained pursuant to collective bargaining agreements between employers and one or more local unions of the International Union of Bricklayers and Allied Craftworkers;
- (b) The amount transferred may not include nontaxable employee contributions;
- (c) The amount transferred must be eligible for direct transfer under applicable provisions of the Code; and
- (d) The other plan has executed an inter-plan transfer agreement with this Plan.

Pursuant to the authority granted by the Board of Trustees during their Board meeting on December 16, 2025, the Chair and Secretary have been granted authority to execute this Amendment.

Date 12/16/2025  
\_\_\_\_\_  
Chairman

Date 12/16/2025  
\_\_\_\_\_  
Secretary